OER Changes

- Assess performance based on leadership attributes and competencies
- Clear delineation of responsibilities: Rater-Performance; Senior Rater-Potential
- Three separate evaluation reports based on grade plate:
  - Company Grade (2LT-CPT & WO1-CW2)
  - Field Grade (MAJ-LTC & CW3-CW5)
  - Strategic Leaders (COL-BG) (Currently under review)
- Rater Profile for the Company and Field Grade Plate
- Future Operational and Broadening Assignment Recommendations
- Redefine Senior Rater box label techniques (49% Top Box remains)
- Manage large senior rater populations (pooling) – adhere to normal line of supervision
  - Rating Schemes approved one level up
  - Limit use of Intermediate Raters to Specialty Branches and Dual Supervisory Roles
  - Rater "will be the immediate supervisor of the rated officer"
  - Senior Rater "will be the immediate supervisor of the rater"